
Shirley F. Ebbesen	Division of	Wage Determination No.: 2005-2423
Director	Wage Determinations	Revision No.: 8
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Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.88
01012 - Accounting Clerk II		12.56
01013 - Accounting Clerk III		14.03
01020 - Administrative Assistant		15.88
01040 - Court Reporter		16.81
01051 - Data Entry Operator I		10.39
01052 - Data Entry Operator II		12.05
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		12.16
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		9.84
01112 - General Clerk II		10.75
01113 - General Clerk III		12.04
01120 - Housing Referral Assistant		14.77
01141 - Messenger Courier		11.02
01191 - Order Clerk I		10.39
01192 - Order Clerk II		11.54
01261 - Personnel Assistant (Employment) I		12.96
01262 - Personnel Assistant (Employment) II		14.51
01263 - Personnel Assistant (Employment) III		16.17
01270 - Production Control Clerk		16.68
01280 - Receptionist		9.83
01290 - Rental Clerk		9.81
01300 - Scheduler, Maintenance		11.84
01311 - Secretary I		11.84
01312 - Secretary II		13.21
01313 - Secretary III		14.77
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		15.88
01420 - Survey Worker		11.07
01531 - Travel Clerk I		11.67
01532 - Travel Clerk II		12.45
01533 - Travel Clerk III		13.20
01611 - Word Processor I		10.80
01612 - Word Processor II		12.07
01613 - Word Processor III		13.55

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.19
05010 - Automotive Electrician	16.53
05040 - Automotive Glass Installer	15.80
05070 - Automotive Worker	15.80
05110 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	15.80
05190 - Motor Vehicle Mechanic	16.70
05220 - Motor Vehicle Mechanic Helper	14.27
05250 - Motor Vehicle Upholstery Worker	15.07
05280 - Motor Vehicle Wrecker	15.80
05310 - Painter, Automotive	16.53
05340 - Radiator Repair Specialist	15.80
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.60
07041 - Cook I	13.33
07042 - Cook II	14.60
07070 - Dishwasher	10.28
07130 - Food Service Worker	10.28
07210 - Meat Cutter	14.60
07260 - Waiter/Waitress	11.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.53
09040 - Furniture Handler	11.89
09080 - Furniture Refinisher	16.53
09090 - Furniture Refinisher Helper	13.65
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.28
11090 - Gardener	13.33
11122 - Housekeeping Aide	10.28
11150 - Janitor	10.28
11210 - Laborer, Grounds Maintenance	11.16
11240 - Maid or Houseman	9.35
11260 - Pruner	10.28
11270 - Tractor Operator	12.62
11330 - Trail Maintenance Worker	11.16
11360 - Window Cleaner	11.16
12000 - Health Occupations	
12010 - Ambulance Driver	11.61
12011 - Breath Alcohol Technician	13.84
12012 - Certified Occupational Therapist Assistant	19.28
12015 - Certified Physical Therapist Assistant	18.61
12020 - Dental Assistant	13.19
12025 - Dental Hygienist	25.02
12030 - EKG Technician	19.55
12035 - Electroneurodiagnostic Technologist	19.55
12040 - Emergency Medical Technician	11.61
12071 - Licensed Practical Nurse I	12.30
12072 - Licensed Practical Nurse II	13.80
12073 - Licensed Practical Nurse III	15.44
12100 - Medical Assistant	11.33

12130 - Medical Laboratory Technician		14.66
12160 - Medical Record Clerk		12.20
12190 - Medical Record Technician		13.77
12195 - Medical Transcriptionist		11.99
12210 - Nuclear Medicine Technologist		28.07
12221 - Nursing Assistant I		8.88
12222 - Nursing Assistant II		10.00
12223 - Nursing Assistant III		10.89
12224 - Nursing Assistant IV		12.23
12235 - Optical Dispenser		13.73
12236 - Optical Technician		11.80
12250 - Pharmacy Technician		12.39
12280 - Phlebotomist		12.23
12305 - Radiologic Technologist		21.96
12311 - Registered Nurse I		21.18
12312 - Registered Nurse II		25.92
12313 - Registered Nurse II, Specialist		25.92
12314 - Registered Nurse III		31.37
12315 - Registered Nurse III, Anesthetist		31.37
12316 - Registered Nurse IV		37.57
12317 - Scheduler (Drug and Alcohol Testing)		17.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.72
13012 - Exhibits Specialist II		20.72
13013 - Exhibits Specialist III		23.44
13041 - Illustrator I		16.72
13042 - Illustrator II		20.72
13043 - Illustrator III		23.44
13047 - Librarian		22.95
13050 - Library Aide/Clerk		10.20
13054 - Library Information Technology Systems Administrator		20.72
13058 - Library Technician		13.45
13061 - Media Specialist I		14.95
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.42
13071 - Photographer I		13.81
13072 - Photographer II		15.45
13073 - Photographer III		19.14
13074 - Photographer IV		22.69
13075 - Photographer V		24.08
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
14071 - Computer Programmer I	(see 1)	19.77
14072 - Computer Programmer II	(see 1)	24.22
14073 - Computer Programmer III	(see 1)	27.62
14074 - Computer Programmer IV	(see 1)	27.62
14101 - Computer Systems Analyst I	(see 1)	23.82
14102 - Computer Systems Analyst II	(see 1)	27.62
14103 - Computer Systems Analyst III	(see 1)	27.62
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		22.66

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.82
15020 - Aircrew Training Devices Instructor (Rated)	28.38
15030 - Air Crew Training Devices Instructor (Pilot)	30.20
15050 - Computer Based Training Specialist / Instructor	23.53
15060 - Educational Technologist	27.39
15070 - Flight Instructor (Pilot)	30.20
15080 - Graphic Artist	17.58
15090 - Technical Instructor	19.32
15095 - Technical Instructor/Course Developer	23.64
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.36
16030 - Counter Attendant	8.36
16040 - Dry Cleaner	10.60
16070 - Finisher, Flatwork, Machine	8.36
16090 - Presser, Hand	8.36
16110 - Presser, Machine, Drycleaning	8.36
16130 - Presser, Machine, Shirts	8.36
16160 - Presser, Machine, Wearing Apparel, Laundry	8.36
16190 - Sewing Machine Operator	11.35
16220 - Tailor	12.09
16250 - Washer, Machine	9.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.53
19040 - Tool And Die Maker	19.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.21
21030 - Material Coordinator	16.88
21040 - Material Expediter	16.88
21050 - Material Handling Laborer	12.13
21071 - Order Filler	12.07
21080 - Production Line Worker (Food Processing)	13.21
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.85
21210 - Tools And Parts Attendant	13.21
21410 - Warehouse Specialist	13.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.86
23021 - Aircraft Mechanic I	18.91
23022 - Aircraft Mechanic II	19.86
23023 - Aircraft Mechanic III	20.85
23040 - Aircraft Mechanic Helper	15.02
23050 - Aircraft, Painter	18.06
23060 - Aircraft Servicer	16.58
23080 - Aircraft Worker	17.38
23110 - Appliance Mechanic	16.53
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	24.30
23130 - Carpenter, Maintenance	17.98
23140 - Carpet Layer	17.38
23160 - Electrician, Maintenance	23.78
23181 - Electronics Technician Maintenance I	21.12
23182 - Electronics Technician Maintenance II	23.33

23183 - Electronics Technician Maintenance III	24.78
23260 - Fabric Worker	16.05
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	15.06
23311 - Fuel Distribution System Mechanic	18.11
23312 - Fuel Distribution System Operator	15.13
23370 - General Maintenance Worker	14.20
23380 - Ground Support Equipment Mechanic	18.91
23381 - Ground Support Equipment Servicer	16.58
23382 - Ground Support Equipment Worker	17.38
23391 - Gunsmith I	15.06
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.19
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	18.53
23430 - Heavy Equipment Mechanic	17.50
23440 - Heavy Equipment Operator	18.60
23460 - Instrument Mechanic	20.09
23465 - Laboratory/Shelter Mechanic	17.92
23470 - Laborer	11.12
23510 - Locksmith	16.53
23530 - Machinery Maintenance Mechanic	18.51
23550 - Machinist, Maintenance	17.70
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	20.09
23592 - Metrology Technician II	20.85
23593 - Metrology Technician III	21.62
23640 - Millwright	20.63
23710 - Office Appliance Repairer	16.85
23760 - Painter, Maintenance	16.93
23790 - Pipefitter, Maintenance	21.00
23810 - Plumber, Maintenance	20.25
23820 - Pneudraulic Systems Mechanic	18.68
23850 - Rigger	18.68
23870 - Scale Mechanic	17.06
23890 - Sheet-Metal Worker, Maintenance	19.63
23910 - Small Engine Mechanic	15.80
23931 - Telecommunications Mechanic I	23.20
23932 - Telecommunications Mechanic II	24.19
23950 - Telephone Lineman	21.01
23960 - Welder, Combination, Maintenance	17.19
23965 - Well Driller	17.80
23970 - Woodcraft Worker	18.68
23980 - Woodworker	14.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.20
24580 - Child Care Center Clerk	11.51
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	11.03
24630 - Homemaker	12.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	17.14
25070 - Stationary Engineer	22.68

25190 - Ventilation Equipment Tender	15.18
25210 - Water Treatment Plant Operator	17.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.68
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	17.21
27010 - Court Security Officer	16.94
27030 - Detection Dog Handler	11.92
27040 - Detention Officer	17.21
27070 - Firefighter	16.97
27101 - Guard I	10.61
27102 - Guard II	11.92
27131 - Police Officer I	17.54
27132 - Police Officer II	19.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.41
28042 - Carnival Equipment Repairer	14.16
28043 - Carnival Equipment Worker	10.92
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	14.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.32
29020 - Hatch Tender	16.32
29030 - Line Handler	16.32
29041 - Stevedore I	15.43
29042 - Stevedore II	16.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	25.79
30021 - Archeological Technician I	16.27
30022 - Archeological Technician II	18.20
30023 - Archeological Technician III	22.55
30030 - Cartographic Technician	22.55
30040 - Civil Engineering Technician	20.34
30061 - Drafter/CAD Operator I	16.27
30062 - Drafter/CAD Operator II	18.21
30063 - Drafter/CAD Operator III	20.31
30064 - Drafter/CAD Operator IV	24.53
30081 - Engineering Technician I	12.87
30082 - Engineering Technician II	17.38
30083 - Engineering Technician III	19.45
30084 - Engineering Technician IV	24.09
30085 - Engineering Technician V	29.47
30086 - Engineering Technician VI	31.54
30090 - Environmental Technician	18.85
30210 - Laboratory Technician	17.51
30240 - Mathematical Technician	22.55
30361 - Paralegal/Legal Assistant I	16.47
30362 - Paralegal/Legal Assistant II	20.40
30363 - Paralegal/Legal Assistant III	24.96
30364 - Paralegal/Legal Assistant IV	30.20

30390 - Photo-Optics Technician	22.55
30461 - Technical Writer I	20.36
30462 - Technical Writer II	24.90
30463 - Technical Writer III	27.30
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.31
30621 - Weather Observer, Senior	(see 2) 22.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.50
31030 - Bus Driver	13.37
31043 - Driver Courier	11.80
31260 - Parking and Lot Attendant	8.90
31290 - Shuttle Bus Driver	12.76
31310 - Taxi Driver	8.86
31361 - Truckdriver, Light	12.76
31362 - Truckdriver, Medium	15.11
31363 - Truckdriver, Heavy	15.10
31364 - Truckdriver, Tractor-Trailer	15.10
99000 - Miscellaneous Occupations	
99030 - Cashier	7.52
99050 - Desk Clerk	9.22
99095 - Embalmer	20.37
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.60
99310 - Mortician	25.39
99410 - Pest Controller	13.92
99510 - Photofinishing Worker	9.96
99710 - Recycling Laborer	13.94
99711 - Recycling Specialist	16.92
99730 - Refuse Collector	12.73
99810 - Sales Clerk	9.17
99820 - School Crossing Guard	11.31
99830 - Survey Party Chief	16.18
99831 - Surveying Aide	10.71
99832 - Surveying Technician	14.70
99840 - Vending Machine Attendant	12.62
99841 - Vending Machine Repairer	14.60
99842 - Vending Machine Repairer Helper	12.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and

pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the

classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.